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MEMORANDUM FOR: Deputy Director (Support)

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SUBJECT: Regulation [] (Proposed), Competitive Promotion,
and Handbook [] (Proposed), Guide for Competitive
Evaluation Panels

1. This memorandum contains a recommendation submitted for your approval. Such recommendation is contained in paragraph 6.

2. The CIA Career Council at its meeting on 13 September 1956, considered drafts of subject publications. Comments and suggestions of Council Members obtained by Office of Personnel representatives during previous individual discussion of the drafts were brought to the attention of the Council and agreement obtained on including or eliminating the various revisions proposed. The Council recommended, in view of the scope of Agency representation within its membership, that Council Members would assume responsibility for final coordination of the publications within their respective organizations. Accordingly, revised drafts were subsequently provided to all Council Members for coordination and concurrence.

3. Concurrences have now been received from Council Members (attachment 1). Comments from the Inspector General as to wording of the Regulation and the rescission of related regulations have been taken into account in making final revisions in the proposed publications. Comments from the Director of Training pertaining to the implementation of the Regulation have been discussed with his representatives and arrangements made to assist the Training Career Service in establishing internal procedures for administration of promotions which will not interfere with the interchange of personnel between the Office of Training and other Organizational Components.

4. Concurrences with respect to the budgetary and fiscal, security, and legal aspects of the proposed publications have been obtained from the Comptroller, Director of Security, and General Counsel, respectively (attachment 2). Minor revisions in the wording of the publications made as a result of the Comptroller's and the General Counsel's review do not change the expressed policy of the publications nor the operation of the program.

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5. Although I wish to express my concurrence in the Regulation as now revised, I feel that it is most important that the promotion programs in the various Career Services be as uniform in their operation as is possible. In this connection you may recall that the use of promotion quotas upon which other Competitive Promotion Programs depend as an administrative control is not now a part of our program. In spite of the opposition presented, I believe that the Council agreement to reconsider the use of promotion quotas at a later date should stand; and with your concurrence this Office will review promotion practices among the Career Services in order to evaluate the necessity for the use of quotas in the future. In addition, I foresee that eventually it will be essential to proper promotion administration and Career Service assignment planning for each Agency T/O position to be identified with the Career Service responsible for its staffing. Although this proposal was not favorably received by the Council a year ago, experience which will be gained in implementing the Competitive Promotion Program may be such that a reconsideration will be appropriate.

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6. It is recommended that Regulation [] Competitive Promotion and Handbook [] Guide for Competitive Evaluation Panels, attachment 3, and 4 respectively, be approved for publication without further coordination. If any editorial or other changes are made in the material during the processing for publication, this Office will appreciate the opportunity to make a final review of the Regulation and Handbook prior to their release for printing.

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Signed

Harrison G. Reynolds
Director of Personnel

Attachments:

1. Concurrences from Council Members
2. Concurrences from Comptroller, D/Security,
General Counsel
3. Regulation [] (Proposed)
4. Handbook [] (Proposed)

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Recommendation in paragraph 6 approved.

L. K. WHITE
Deputy Director (Support)

Date